

Proposition 39 Pre-Apprenticeship Support, Training and Placement

March 12, 2014 Technical Assistance

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Overview

- \$3 million in Proposition 39 Clean Energy Job Creation funds to implement and support energy efficiency-focused “earn-and-learn” job training and placement programs targeting disadvantaged job seekers.
- Fund projects that fill critical workforce skill gaps by creating opportunities for California job seekers to earn industry-valued credentials and enter into apprenticeship or direct employment in the energy efficiency or construction sector.

“Shared Strategy for a Shared Prosperity”

Build workforce system infrastructure and capacity through:

- Collaboration among regional partners in the development and delivery of “earn and learn” pre-apprenticeship models in the energy/efficiency/construction sector.
- Innovation that creates news or adapts existing approaches or accelerates application of promising factors in workforce development and skill attainment.
- System change that utilizes these sub-grants to incentivize adoption of proven strategies and innovations that are sustained beyond the grant period.

Goals and Objectives

- Train up to 300 at-risk youth, veterans, and other disadvantaged job seekers in green job skills
- Create structured pathways to apprenticeship
- Build the energy-efficiency workforce
- Align systems and leverage funding to optimize results and reduce service duplication

Program Design

Applicants will be required to identify the regional construction and energy efficiency occupational demand and job seeker skill gap(s) that will be addressed through the project.

Program Design

The State Board will fund applications that demonstrate how these workforce challenges will be met through the proposed programs that include the following elements:

- Pre-apprenticeship training aligned with local building trades councils and based on nationally certified MC3.
- Training and placement requirements developed in alignment with construction and energy-efficiency work opportunities.
- Regional partnerships, resource and program alignment among LWIB, employers, organized labor, K-12 education entities, Community Colleges, California Conservation Corps, certified community conservation corps, and community-based stakeholders.
- Rigorous performance and evaluation methods to ensure program efficacy and continuous improvement.
- Development of sustainability models to increase scale and/or replication of successful programs.

3 Program Elements

Element	Scope	Activities
Technical Assistance & Capacity Building	Regional, Statewide, Stakeholder-specific (e.g. Community College, WIBs, labor, etc.)	<ul style="list-style-type: none"> • Creation of technical assistance materials, tools, and other resources for grantees and/or project stakeholders. (Including electronic) • Development and delivery of capacity-building curricula, workshops, and “Train the Trainer” strategies. • Grantee and stakeholder convening, partnership brokering/development, cross-system information sharing, and field building activities. • Best practice dissemination, development of resources for program replication, and strategies to increase program scale.
Development	Regional, Statewide	<p>Short-term, fast-tracked creation of program and/or system infrastructure for implementation, such as:</p> <ul style="list-style-type: none"> • Partnership development and stakeholder convening. • Industry, occupational, and training gap analyses. • Development of articulation agreements, or interagency collaborative infrastructure. • Curriculum development, innovations in service delivery elements
Training Implementation	Regional	<p>Delivery of Pre-apprenticeship Training and Job Placement including:</p> <ul style="list-style-type: none"> • Outreach and Recruitment • Assessment • Career Counseling • Training-related support services • MC3 Pre-Apprenticeship Training • Work-based learning • Transition to apprenticeship, further education, and/or job placement • Follow-up and re-employment • Implementation structure to include multi-stakeholder partnerships and Industry Advisory Panel • Minimum # of trainees per grant = 50

Funding

From the Clean Energy Job Creation Fund.
Applicants may bid on one or more program elements of this RFA. However, separate applications must be submitted for each individual program element.

Funding

Program Element	Anticipated # of Grantees	Duration	Grant Range
Technical Assistance & Capacity Building	2-5	6-18 months	\$25,000-\$150,000
Development	2-6	6 months (Rolling Start Dates)*	\$25,000-\$50,000
Training Implementation	4-6	18 months**	\$250,000-\$750,000

**Applications for Development grants will be accepted on an on-going basis, pending availability of funds*

***The State Board reserves the option to extend Training Implementation grants up to an additional 24 months.*

Eligible Participants

- California's at-risk youth (up to 25 years of age), veterans, and other disadvantaged or disconnected job seekers.
- Eligible participants in funded projects must be at least 18 years of age upon pre-apprenticeship training completion.

Eligible Applicants

Local Workforce Investment Boards, labor organizations, K-12 education entities, community colleges and adult schools, and community-based organizations; any of which may serve as the fiscal agent for the required regional partnership.

*Strong partnerships are an essential component of all program elements of this project and will require the grantees to develop working relationships with both local and regional stakeholders.

*Successful applicants will demonstrate work with a broad mix of partners.

Performance

Training Implementation applicants are required to propose program performance targets/goals.

Performance measures include:

- Attainment of Industry-Valued Credentials
- Placement in State-Certified Apprenticeship
- Placement in Continuing education
- Placement in Construction/Energy Efficiency Employment
- Retention in Employment/State-Certified Apprenticeship
- Income Increase

Industry Advisory Panel

Applicants awarded Training Implementation grants will be required to convene an Industry Advisory Panel made up of regional employers and labor representatives that are committed to providing:

- Skill requirements;
- Hiring practices; and
- Apprenticeship and job opportunities

to align the supply and demand side of the pre-apprenticeship training programs.

Learning Community

The State Board is committed to implementing:

- Continuous improvement;
- Innovation; and
- System change strategies.

Learning Community will be developed with:

- Grantees
- Staff
- Partners, and
- Other Key stakeholders

Application Requirements

- Technical Assistance & Capacity Building application narrative is limited to 5 pages.
- Development application narrative is limited to 5 pages.
- Training Implementation application narrative is limited to 10 pages.

The application narrative for each program element should address each of the sections outlined in the Application Elements and Activities Table.

The scoring value of each section is included in the Program Elements Tables in the Solicitation Notice.

Required Forms and Attachments

DOCUMENT NAME/DESCRIPTION	FORM PROVIDED
Cover Page	YES
Proposal Narrative	NO
Form 1: Project Budget	YES
Form 2: Budget Detail	YES
Form 3: Workplan (Technical Assistance & Capacity Building and Development proposals only)	YES
Form 4: Participant Plan (Training Implementation proposals only)	YES
Form 5: Worker's Compensation Certification	YES
Form 6: CCC-307	YES
Form 7: Darfur Contracting Act Certification (If applicable, see form for details)	YES
Form 8: Bidder Declaration	YES
Proof of registration with the California Secretary of State's Office (if applicable, see Section 4 A)	NO

Contracting Process

Required Forms:

Form 5: Worker's Compensation
Certificate

Form 6: CCC-307

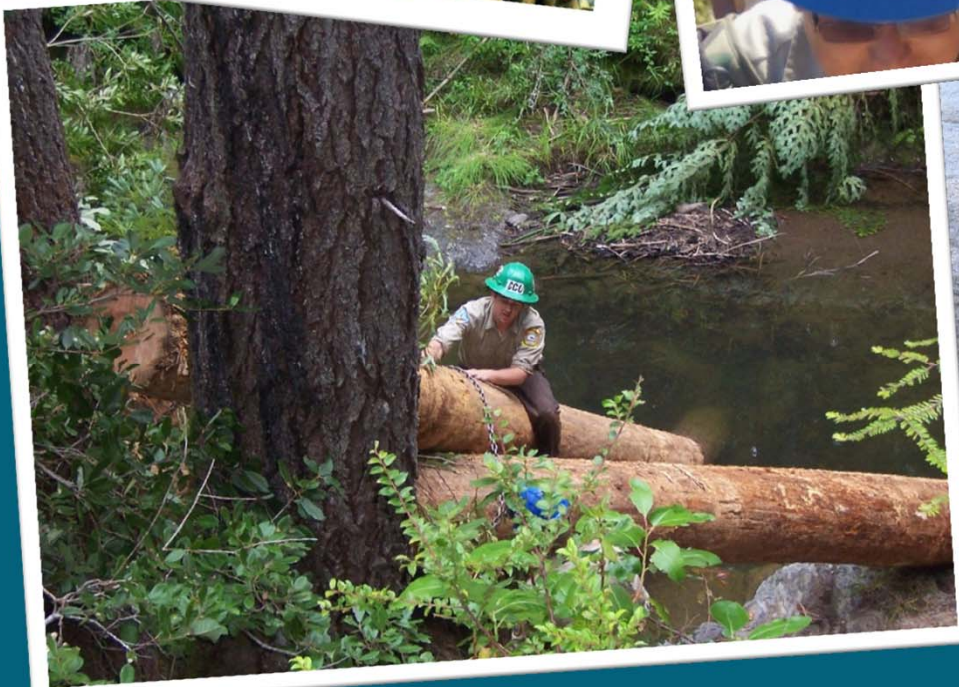
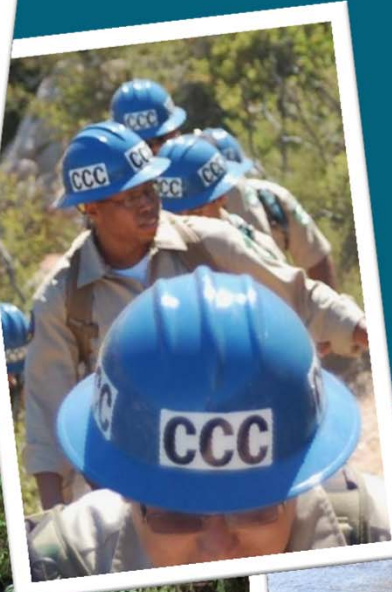
Form 7: Darfur Contracting Certification
(if applicable)

Form 8: Bidder Declaration

Proof of Registration with CA Secretary of
State's Office (if applicable)

Conservation Corps - known for natural resource conservation work

Parks Projects
Habitat Restoration
Trail Construction
Fuel Reduction
Fire Fighting
Emergency Response



Continuing Education & Training

- High school
- Community College



Other Training...

- First Aid & CPR
- Class B Driving
- Safety
- Injury Prevention
- Fitness
- Volunteerism

And more...



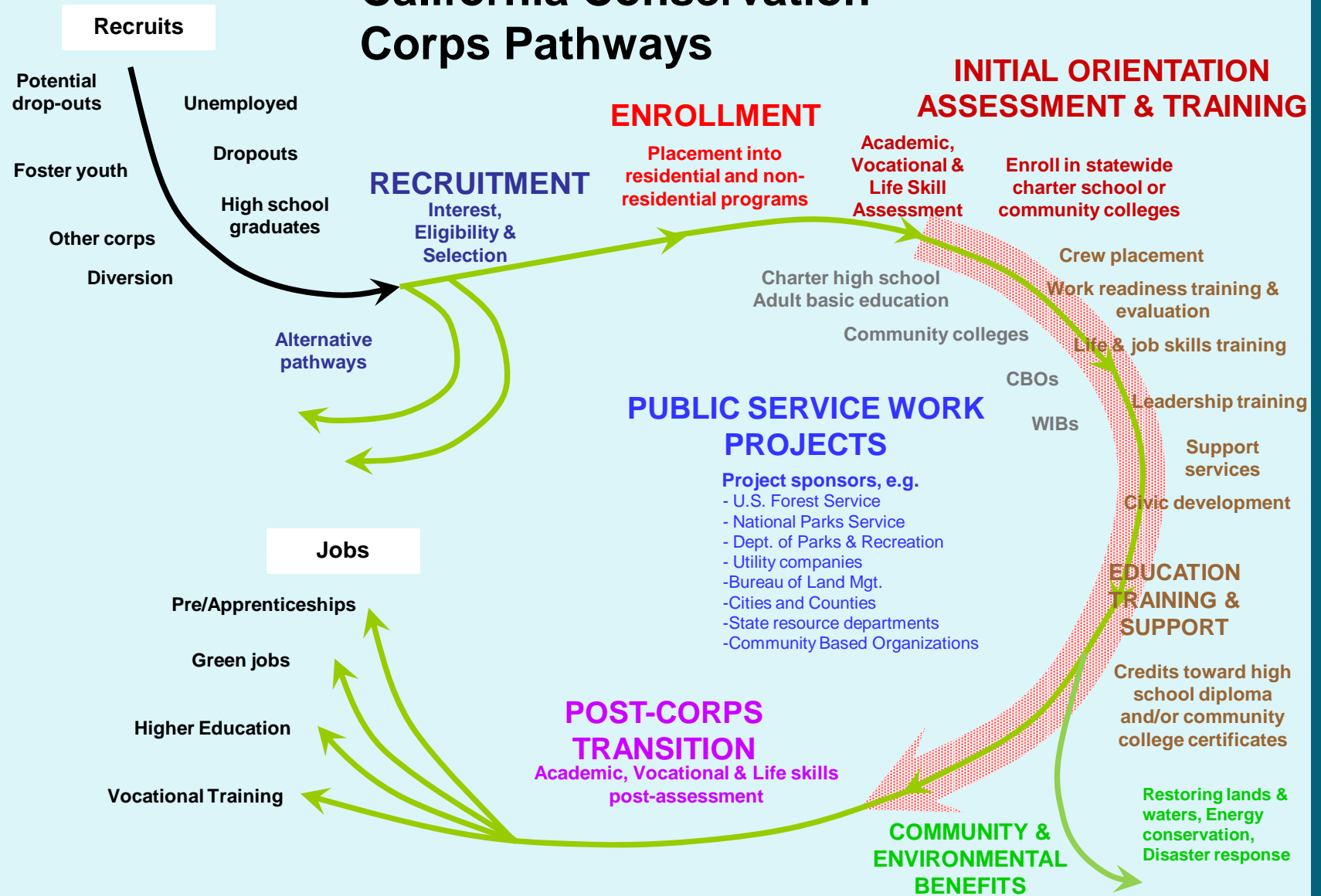


Prop 39 – Energy Corps What We Do for Schools

- Conduct Energy Surveys
- Provide Energy Efficiency education to students and school personnel to engage school in behavior and operational change
- Assist with installation of small scale energy efficiency projects

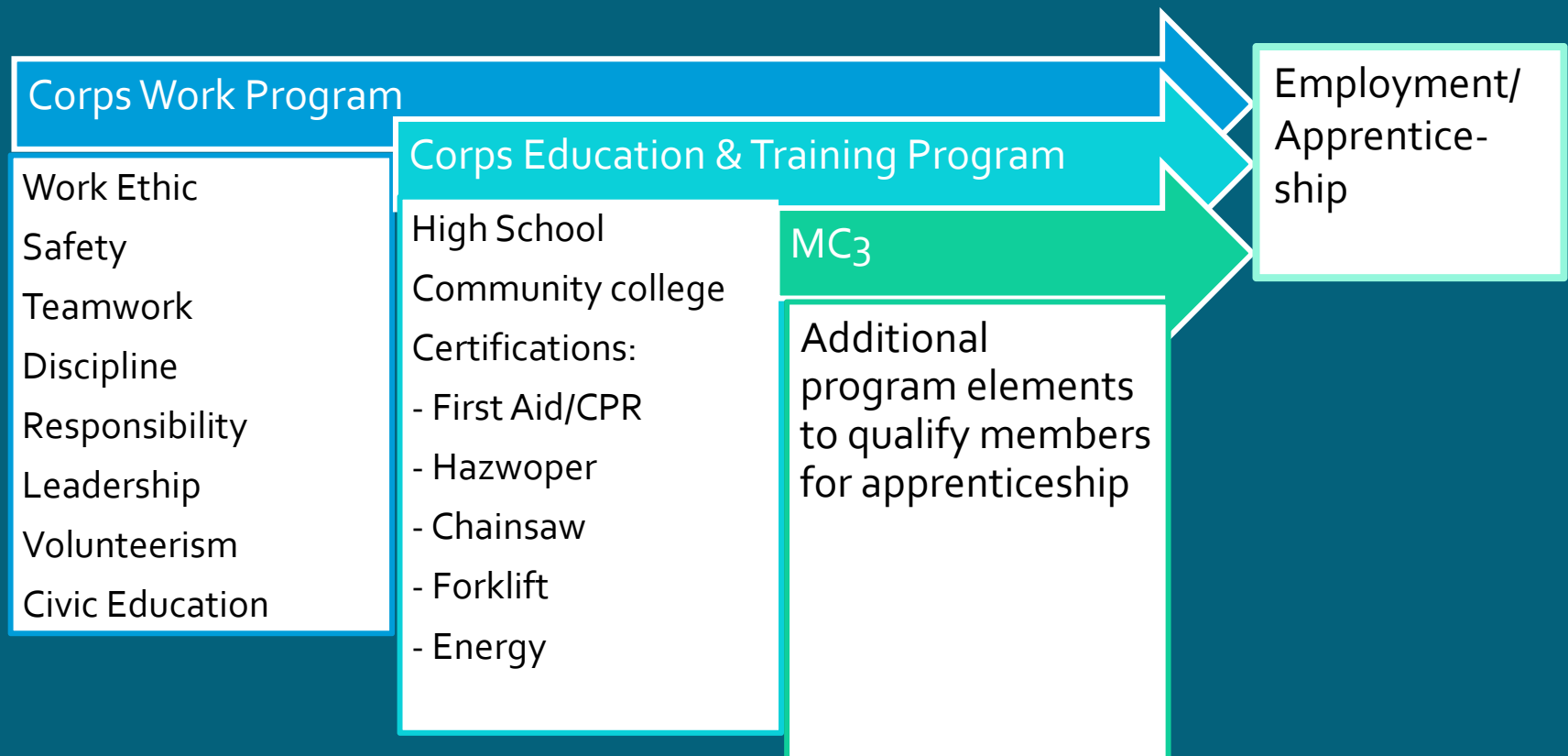


California Conservation Corps Pathways



Example:

Conservation Corps + MC₃ = Entry into apprenticeship/employment



Are



Opportunities for Collaboration

- Partnerships with CCC or certified community (local) corps are not required, but are highly encouraged.
- Certified community conservations corps that are 501©3 s may apply as lead applicants or partners for any of the 3 program elements.
- Training Implementation applicants may wish to partner with Corps in a variety of ways. For example:
 - Recruit Corps members for pre-apprenticeship training
 - Align curricula with CCC training
 - Deliver training and work-based learning in coordination with CCC

MC3: An Effective Model of Pre-apprenticeship

Anne McMonigle



WED

Workforce & Economic Development

A PROGRAM OF California LABOR Federation

Meet the Building Trades

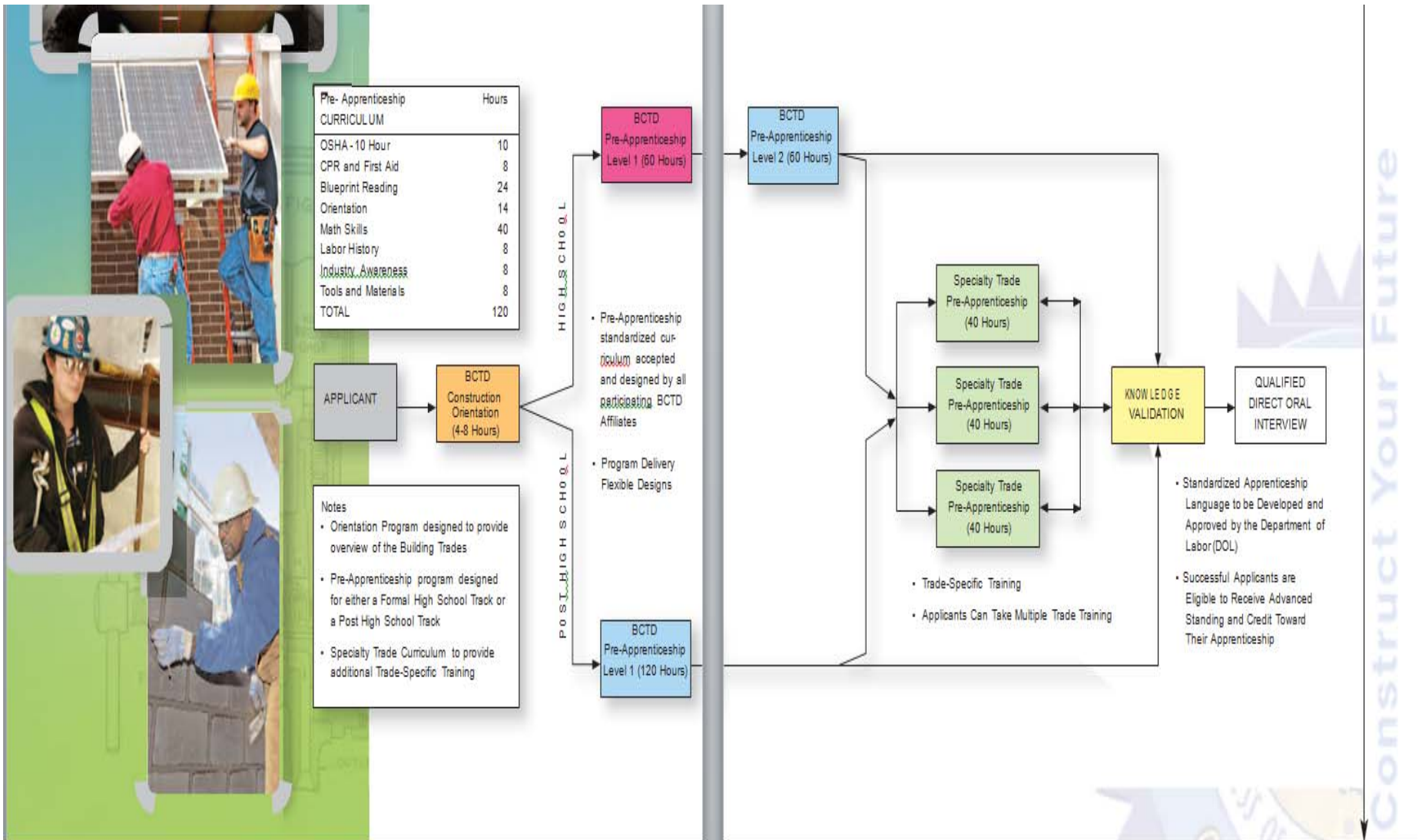
- Boilermakers
- Bricklayers
- Electrical Workers
- Elevator Constructors
- Heat & Frost Insulators & Asbestos Workers
- Iron Workers
- Laborers
- Operating Engineers
- Plasterers & Cement Masons
- Painters, Glaziers, Floor Coverers
- Plumbers & Pipe Fitters (aka United Association)
- Roofers & Waterproofers
- Sheet Metal Workers
- Teamsters



The Multi-Craft Core Curriculum (MC3)

The MC3 combines the courses common to all building trades apprenticeship programs. The 120 hour-base program includes:

- ✓ General orientation to apprenticeship
- ✓ CPR and first aid certification
- ✓ OSHA 10 hour certification course
- ✓ Blueprint reading
- ✓ Applied mathematics for construction applications
- ✓ History of the construction industry and different crafts
- ✓ The general orientation course includes: construction industry structure and the construction process; orientation to apprenticeship itself; tools of the various trades and the safe handling of both hand and power tools; industry standards of work responsibility and craft excellence.
- ✓ Certificate of Completion issued upon successful completion
- ✓ Additional hours can be added to the course by particular crafts to gain elevated access to entry with partnering building trades programs



To Use The MC3

- The BCTD protocol for the dissemination of the MC3, is that it **MUST BE** delivered through a partnership with a local Building and Construction Trades Council.
- The BCTD and National Labor College are responsible for train-the-trainer courses.
- It is mandatory that one grant project partner – *at minimum* – attend a 4-day training on how to teach the curriculum. Training includes visits to local apprenticeship training facilities, and an introduction to a host of building trades crafts. Course fee is \$575.

Upcoming Courses:

April 7th – April 11th in Los Angeles

June (TBA exact dates) in Sacramento

Important Dates

EVENT	DATE
RFA Questions Due	March 14, 2014
RFA Answers Released	Weekly on the State Board Website http://www.cwib.ca.gov/Initiatives.htm
<u>Technical Assistance & Capacity Building and Training Implementation</u> Applications Due (by 3:00 p.m.)	March 28, 2014
<u>Development</u> Applications Due (by 3:00 p.m.)	March 27, 2015
Initial Award Announcement	April 11, 2014

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Resources

MC3

http://www.efficiencycities.org/wp-content/uploads/062309/BCTD%20TriFold_v6.pdf

<http://www.bctd.org/About-Us/The-Building-Trades-Academy/The-Building-Trades-Academy.aspx>

California Conservation Corps

www.ccc.ca.gov

California Labor Federation

www.calaborfed.org

Secretary of State

www.sos.ca.gov

Bidder Declaration

<http://www.documents.dgs.ca.gov/pd/poliproc/MASTER-BidDeclar08-09.pdf> or

<http://www.dgs.ca.gov/pd>

Right click on link and choose 'open hyperlink'